EDUCAUSE Moderator, Jamie Farrell: Welcome, everyone! Today’s EDUCAUSE Webinar “60 Minutes of DEI” will begin at 1 p.m. eastern time.

EDUCAUSE Moderator, Jamie Farrell: As we wait for today’s session to begin, feel free to chat with attendees in this chat pod. Tweet your thoughts and reflections using these hashtags: #EDUCAUSEwebinar

Deborah Keyek-Franssen: Welcome, everyone. Thanks for being here!

Shelly Merry: Shelly Merry from Portland State University. Surprisingly sunny here in Portland, Oregon!

Keith W. McIntosh: Thank you so much for joining us today. We look forward to having a discussion with you.

Bonnie Fleming: HI everyone, Bonnie Fleming from William & Mary. Warm and sunny like Mac said.

Jane-Elizabeth Madison: Calling in from Austin, TX - weather is warm.

jmonnin: Jenn from West Virginia University. It's cloudy and chilly, but overall pretty decent.

Deborah Keyek-Franssen: Also, I'm from the University of Colorado System.

Keith W. McIntosh: Say hi to Kirk for me Shelly.

Rose Diaz-UNC Charlotte: Rose from UNC Charlotte, fog turned into clear sunny skies with a high of 80

Carol Kiliany: Hi - Carol from the CSU in So Cal...and we're expecting rain today!

Shelly Merry: Will do Keith!

Rurik Spence: Rurik Spence from Colby College in Waterville Maine. A gray day at 40 degrees in

Chuck Bartel - Duquesne University: Chuck in Pittsburgh, Temp 54, overcast (but what else is new about that and Pittsburgh).

Ryan T.: Western University of Health Sciences in Pomona, CA. High of 55 today :( 

ASW: Andrea from State University of New York. 50 degrees and cloudy. Glad to be here!
Angel Cobb: Hi All, Angel Cobb from the University of West Georgia. Beautiful, partly sunny and 75

Sonni James: Sonni James from Temple University! Glad for a break from COVID conversation :D

__Technical Help, Heather Cisneros: Please use your computer speakers to listen to this session. If you have any technical difficulties, please send a private chat to Technical Help. To send message click in the upper right hand corner of the chat box and select Start Chat With > Hosts.

Shar (Univ of Washington): Greetings from Sunny, Chilly, and quiet Seattle

Cinnamon Gallatin: Cinnamon from Purdue University in West Lafayette Indiana where it's gray and strong storms are forecasted for later today. Currently 51 degrees.

__Technical Help, Heather Cisneros: Recordings and resources from this session will be available on the EDUCAUSE event archive page: https://events.educause.edu/webinar/2020/60-minutes-of-dei

__Technical Help, Heather Cisneros: If you would like to open captioning in a separate and adjustable window, please use the following link: https://www.streamtext.net/player?event=WEB2009

Nik Varrone: Nik Varrone, SUNY Geneseo, it's cloudy and a lovely 11 degrees C here.

Anuradha Chandran: Hello everyone Anuradha Chandran from the University of West GA, a beautiful day in GA

John O'Brien: Sunny in Seattle!

Nik Varrone: I'm interested in making sure that our HelpDesk respects the diversity of our campus community and provides equitable support to our entire campus.

Deborah Keyek-Franssen: Wow. That's fantastic, Nik.


Sonni James: As an instructional designer, I'm starting to compile resources for our faculty to foster DEI in online courses

Sonni James: I'm excited for new information!
EDUCAUSE Moderator, Jamie Farrell: Diversity in IT Community Group: https://www.educause.edu/community/diversity-in-it-community-group

Sonni James: Thanks! Just joined :D

EDUCAUSE Moderator, Jamie Farrell: Great!

Keith W. McIntosh: @Sonni “5 Tips for Supporting Inclusive and Open Pedagogies” https://er.educause.edu/blogs/2018/11/5-tips-for-supporting-inclusive-and-open-pedagogies

Chris Johnson: I’d like to learn new ways to facilitate difficult conversations in tech departments that may be averse to tackling these issues.

Sonni James: Thanks Mac!

EDUCAUSE Moderator, Jamie Farrell: That’s a great goal, Chris! These conversations can be tough.

Keith W. McIntosh: @Chris...we have a few resources that may help later in our presentation

Keith W. McIntosh: @Sonni We sent a team of faculty to this course: https://www.cic.edu/programs/diversity-civility-liberal-arts

Sonni James: oooh!

Deborah Keyek-Franssen: Check out the Women in IT and Diversity in IT Community Groups run through EDUCAUSE.

EDUCAUSE Moderator, Jamie Farrell: Women in IT Community Group: https://www.educause.edu/community/women-in-it-community-group

John O'Brien: Mac and the board have been champions of DEI!

EDUCAUSE Moderator, Jamie Farrell: https://www.educause.edu/about/diversity-equity-and-inclusion

EDUCAUSE Moderator, Jamie Farrell: More EDUCAUSE Community Groups https://www.educause.edu/community

Deborah Keyek-Franssen: LGBTQ, Accessibility are the other EDUCAUSE groups that Mac is mentioning.

Deborah Keyek-Franssen: Huge shout-out to EDUCAUSE for supporting diversity!
John O'Brien: [https://www.cupahr.org/](https://www.cupahr.org/)

Deborah Keyek-Franssen: CUPA-HR is the acronym Mac mentioned that you can use in a search.

Deborah Keyek-Franssen: Oh, look at John go with the link! Thanks, John.

EDUCAUSE Moderator, Jamie Farrell: [https://www.educause.edu/community/it-accessibility-community-group](https://www.educause.edu/community/it-accessibility-community-group)

EDUCAUSE Moderator, Jamie Farrell: [https://www.educause.edu/community/lgbtqia-in-it-community-group](https://www.educause.edu/community/lgbtqia-in-it-community-group)

Keith W. McIntosh: Aubrey Blanche (@adblanche) Global Head of Equitable Design & Impact @CultureAmpShe is on Twitter, Medium, LinkedIn, and YouTube

Chrysanthemum Hayes - Oregon State: How do we sign up for the DEI listserv?

Deborah Keyek-Franssen: I've worked with [https://www.ncwit.org/](https://www.ncwit.org/) For many years. Amazing resources--all free.

arlene: so many connections. will the chat session be available after the program

EDUCAUSE Moderator, Jamie Farrell: Hi Chrysanthemum! Follow the links to the community groups, and you'll have the option to join the group and the associated listserv.

Deborah Keyek-Franssen: textio.com is a tool you can use to evaluate the openness and neutrality of your job descriptions and ads.

_Total Technical Help, Heather Cisneros: @arlene- Yes the chat session will be available!

arlene: sorry, had trouble signing in, did you already talk about the dirth of internships and mentoring opportunities for students wanting to go into this field? we all have students working for us who may want to go into this work. how do we support diversity at this level

Allan Chen: I've gotten now contradicted results from textio.com, FWIW

Deborah Keyek-Franssen: Allan--good info on textio, thanks.

Allan Chen: but something is better than nothing, of course

Kit: I just downloaded overcoming bias from my public library on my ereader. thanks!!
Rurik Spence: Debby Irving's "Waking Up White" - book for whites to help awareness of systemic racism

EDUCAUSE Moderator, Jamie Farrell: https://www.ncwit.org/

Danette Long - NSU: @Rurik Spence: excellent suggestion. Great book!


John O'Brien: I was going to recommend Robin's book as well

Deborah Keyek-Franssen: Allan--yes, and it gets you thinking about how language can include or exclude, which is most important!

Danette Long - NSU: I just started White Fragility. Glad to know it is recommended

EDUCAUSE Moderator, Jamie Farrell: https://www.coursera.org/collections/lgbtq-resources

Cinnamon Gallatin: 35 Dumb Things Well-Intended People Say: Surprising Things We Say That Widen the Diversity Gap by Maura Cullen

jmonnin: The Person You Mean to Be, by Dolly Chugh (book)

Logan: The Library as a partner

John O'Brien: https://www.educause.edu/about/diversity-equity-and-inclusion/resources

Jackie: Fortune's RaceAhead newsletter

Nik Varrone: I like NPR's "Code Switch" podcast https://www.npr.org/sections/codeswitch/

Kit: Everyday Feminism - blog and also follow on facebook


Jarrod: College of University and Professional association for HR DEI maturity Index

Jarrod: https://www.cupahr.org/surveys/dei-maturity-index/

Jackie: Sure - it's put together by Ellen McGirt https://fortune.com/tag/raceahead/

Rurik Spence: Could we have the chat list after the session to review? I see lots of great resources

John O'Brien: I'll let them know


_Technical Help, Heather Cisneros: @Ruril- yes, we will provide the chat transcript after event.

Chris Agnelli: Will we get access to view the Campus Spotlight?

Keith W. McIntosh: https://docs.google.com/spreadsheets/d/1O8EkSMq3pLagkxoR0_UYAOwVR1blzNvaekeli5Rf7Y/edit?usp=drive_web&ouid=104175074806327965894

Chris Agnelli: Thank you!

Keith W. McIntosh: You're welcome

Deborah Keyek-Franssen: ACM-W is a great organization--see if your university has a local chapter.

arlene: not really broader, but finding way ...lol...to encourage students to want to be a part of that team, and the team to be more open to students of color

EDUCAUSE Moderator, Jamie Farrell: https://women.acm.org/

arlene: Right!

Nik Varrone: nice

arlene: Spelman College has a great model with their SpelTech program. Bringing students from across the campus to help with students setting up laptops at the beginning of the semester, etc

arlene: Did anyone mention the book "White Fragility"

Keith W. McIntosh: @Arlene...yes, I did. I included the link
Arlene: Yes, thank you.

John O'Brien: https://www.educause.edu/about/cio-commitment

Deborah Keyek-Franssen: Thanks, Arlene.

John O'Brien: Hat's off to Rae - https://members.educause.edu/raechelle-clemmons

Deborah Keyek-Franssen: I'm going to become Mac's friend on Goodreads.

Terry: I commit to keep learning

Louise Nelson: Read one of the recommended books

Jackie: Ditto to friending Mac on Goodreads :D

Catherine: We're going to update the DEI hub with the resources from this webinar

Deborah Keyek-Franssen: Read White Fragility.

Sue Garrison: Encourage IT Leadership to participate in DEI Campus Spotlight

Shar (Univ of Washington): Share some resources and get my team to work on our own commitment statement.

Jane Elizabeth Madison: Definitely will be reading some of these books - maybe a "book club" for organization

Sonni James: I have two faculty members I've been needing to reach out to: one is on our business school's DEI panel, one is developing a DEI in HR course for next fall. I want to pull them into conversation about how to support the rest of our faculty

Arlene: With the hope that there is safe space to do it, hold people accountable. You keep mentioning the role of HR, but not sure all HR offices are with the program.

Deborah Keyek-Franssen: Just keep trying, learning, and give myself some grace when I don't get it perfect on the first try.

Arlene: And find some of these books and read them with the IT team members.

Jarrod: Continue to work within my leadership team to make us all aware of the importance of DEI across our team, and in our student workforce. Keep bringing resources to the table.

Danette Long - NSU: Bring DEI-focused texts into our campus group reads for faculty.
Sonni James: I also will find our university's DEI statement!

Nik Varrone: I commit to exploring and making one of the books my next read. I also commit to asking my CIO to review and sign the EDUCAUSE DEI statement.

Chris Agnelli: Already compiling a list of all of these great resources to share with the person who is helping us lead this effort!

Allson Porterfield: check out the amazing resources listed in this chat.

Rurik Spence: Share books with my department to support DEI efforts

Kit: pushing for DEI goals for all IT employees - getting supervisors on board with that

Jessica S.: Keep an open mind and attitude, and continue to fully participate in our IT DEI lunch talks.

Sonni James: I added a few books to my Amazon wishlist too :D

Jane-Elizabeth Madison: I want to do Kit's goal too!

Catherine: yes, it is amazing that people are here. Thank you!

Kit: 2 new resources downloaded today to e-reader. will read those in isolation!

Danette Long - NSU: Curious what our attendance is today? Can you share that info or top secret?

Keith W. McIntosh: Why Are All the Black Kids Sitting Together in the Cafeteria?: And Other Conversations About Race Kindle Edition by Beverly Daniel Tatum, https://www.amazon.com/dp/B071KSKT3K/ref=dp-kindle-redir?_encoding=UTF8&btkr=1

Keith W. McIntosh: I think we had a high of 84 attendees

Danette Long - NSU: :-) 

Deborah Keyek-Franssen: I saw in the 90s!

Louise Nelson: beautiful deb - thanks! "We are a community, not just an economy"

EDUCAUSE Moderator, Jamie Farrell: If you have any questions for Deb and Mac, please write them here!
As we near the end of our session, please take a moment to fill out our session evaluation at: https://www.surveygizmo.com/s3/5460835/web2009

John O'Brien: A great new KPI for a webinar. "Did it make Mac walk around his office and talk to himself?"

Shelly Merry: Thank you!

Chris Agnelli: Thank you Mac and Deborah - this was great!

Kit: thanks!!!

Angel Cobb: Thank you

Danette Long - NSU: Thank you!! Wonderful session

Catherine: than you!

Kati Elliott: Thanks very much

Thank you all for your participation and engagement today! Before leaving, please don’t forget to fill out our evaluation: https://www.surveygizmo.com/s3/5460835/web2009

Jackie: Thanks Mac and Deborah!

Keith W. McIntosh: Awesome John!

Deborah Keyek-Franssen: Good one, John!

Michael Richardson: Thanks to all

jmonnin: Thank you!


Deborah Keyek-Franssen: Thank you, everyone. It was a real privilege to be with you.

Keith W. McIntosh: By everyone
Keith W. McIntosh: be safe

Keith W. McIntosh: Thank you!

Sonni James: Thank you all so much@!

Danette Long - NSU: Where is the link to join the webinar on the 26th?

_Technical Help, Heather Cisneros: Recordings and resources from this session will be available on the EDUCAUSE event archive page: [https://events.educause.edu/webinar/2020/60-minutes-of-dei](https://events.educause.edu/webinar/2020/60-minutes-of-dei)

Shar (Univ of Washington): Thank-you all, stay safe and healthy!


Bonnie Fleming: All good stuff. Thanks again!